2020 GENDER EQUITY IN MUSIC CONFERENCE

MARCH 3, 2020
Greetings from the Dean

Welcome to the Gender Equity in Music Conference at the Eastman School of Music. This is a topic of vital importance at Eastman, as it is in all contemporary music schools, orchestras, and other musical organizations: the equal and fair representation and treatment of all genders.

In the new Vision and Values statements developed by the University of Rochester, the word “equity” has a prominent position, as the “E” in MELIORA, reflecting the importance of this topic. In addition to the scheduled presentations and poster sessions by students, staff, and faculty, we are pleased to welcome our keynote speaker, Elizabeth Rowe. Having joined the Boston Symphony Orchestra in 2004, and as the holder of the Walter Piston Principal Flute chair, Ms. Rowe was among the first women to file a gender pay-equity claim against a major orchestra. Her case was closely followed by the classical music industry, as well as by those interested more broadly in gender parity issues.

A great deal of effort goes into the planning, preparation, and presentation of an event such as this. As a school, we are very fortunate to have committed student, staff, and faculty colleagues who have been planning this for several months. On behalf of all of us who will benefit from today’s conference, I extend our collective thanks to deans Donna Fox and John Hain; faculty members Rachel Roberts and Stephen Carr; staff members Morgan Levy and Sarah Bertrand; and students Gaia Saetermoe-Howard, Varun Rangaswamy, Emily Stone, and Emma Bailie.

This conference promises to be an enlightening day filled with meaningful discussions on equity issues in the lives of musicians, and it can inspire us to pursue additional conversations and action steps we all can advance to make positive changes for the future. Meliora.

Sincerely,
Jamal J. Rossi
Joan & Martin Messinger Dean
Eastman School of Music
CONFERENCE OVERVIEW

Registration
8:30 am - 9:30 am
Lowry Hall
  Refreshments served in Betty's Café.

Keynote Address
9:30 am - 10:30 am
Hatch Recital Hall

Session 1
10:45 am - 11:30 am
See detailed schedule on page 6

Ticketed Lunch
11:30 am - 12:30 pm
  If you purchased a ticket for lunch during registration, please pick up
  your lunch in Sproull Atrium in the Miller Center. Spaces are available
  to enjoy your lunch in both Sproull Atrium and Betty's Café.

Session 2
12:30 pm - 1:15 pm
See detailed schedule on page 8

Session 3
1:30 pm - 2:15 pm
See detailed schedule on page 9

Closing Session
2:30 pm - 3:30 pm
Hatch Recital Hall
  Please join us for a facilitated community conversation as we discuss the
  events of the day and identify steps towards gender equity.
Elizabeth Rowe is the principal flutist of the Boston Symphony Orchestra. As a member of that world-class ensemble, her playing can be heard on numerous Grammy-award winning recordings. The New York Times has called her a “divine flutist” and her playing “ravishing.” In addition to her role as principal flutist, her artistic contributions to the orchestra include well over two dozen concerto appearances, and numerous chamber music performances with the Boston Symphony Chamber Players. She has also been a featured soloist on both national and international tours with the BSO, since joining the orchestra in 2004.

Elizabeth attracted international attention in 2018 when she filed an Equal Pay lawsuit against the orchestra. The lawsuit, considered to be the first of its kind in her industry, was covered by the New York Times, the Boston Globe, NPR, CNN, Time Magazine, The New Yorker, and Slate.com, as well as numerous other national and international news outlets. It ultimately led to an extensively researched article in the Washington Post that exposed a significant gender pay gap within the orchestral music industry. Following this, the Boston Globe recognized her in its annual Bostonian of the Year feature, calling her “The Fighter.” Elizabeth and the BSO successfully mediated the case in 2019, and she remains a dedicated member of the orchestra.

By shining a light on pay practices within her industry, Elizabeth’s actions continue to generate conversation and raise new questions within her field. Katie Couric recently interviewed her for one of the first editions of the daily newsletter “Wake-up Call.” Elizabeth joined other national leaders in the struggle for social justice at Ellevate Network’s 2019 Mobilize Women summit, speaking on a panel titled “Removing the Silence.” And her recent TEDx talk, “The Lonely Onlys; Transformed by Imagination and Vulnerability” has added an additional, more personal, dimension to her work as an advocate.

Elizabeth has spent years helping to educate and train aspiring flutists, through public masterclasses, private lessons, and her work at both the New England Conservatory of Music and the Tanglewood Music Center. Beyond this work, she is committed to mentoring the next generations of musicians and artists, empowering them to skillfully navigate and courageously lead their industries. She is also deeply interested in building bridges and fostering connections between people in all fields who seek to have an impact in their places of work.
CELEBRATION 2020

The Eastman School of Music is proud to participate in the University of Rochester's Celebration 2020 programming. The Gender Equity in Music Conference aims to bring the music profession into the conversation that is being held throughout the University and the Greater Rochester area.

To mark the 100th anniversary of the 19th Amendment and the 200th anniversary of the birth of suffrage pioneer Susan B. Anthony, the University is organizing an institution-wide celebration to call attention to the achievements, contributions, and influence of Rochester women, both at the University and in the greater community.

University of Rochester President Sarah C. Mangelsdorf presented the following message to start the year:

"The year 2020 is the 200th anniversary of Susan B. Anthony's birth. Given that Rochester was a home base for her tireless efforts on behalf of women's suffrage, it seems appropriate that the University is marking these significant milestones by recognizing the accomplishments of women over the last 100 years - and looking forward to the next 100 years. The efforts and successes of so many of the University's women faculty, students, staff, and alumnae is in many ways a natural progression of Susan B. Anthony's vision and passion. But we must never lose sight of how much work we still need to do. Even when the 19th Amendment was ratified 100 years ago, there were still women of color who were not invited to cast votes and participate in the electoral process, or in other aspects of civic life. And there are many women who made significant contributions to our world who did not receive the credit they are due."

The Gender Equity in Music Conference intends to highlight these inequities and discuss strategies to move forward, recognizing and creating space for positive, equitable change for women and all genders.

We are excited to engage in this conversation and look forward to the effects of open communication and inclusion.

The Gender Equity in Music Conference Planning Committee

Donna Brink Fox  
John C. Hain  
Sarah Bertrand

Stephen Carr  
Rachel Roberts  
Varun Rangaswamy

Morgan Levy  
Sarah Bertrand  
Emily Stone

Gaia Saetermoe-Howard  
Varun Rangaswamy  
Emma Bailie
SESSION 1
10:45 AM - 11:30 AM

No Gender Equity without Intersectionality
A Panel on Women, Race, Ethnicity, and Sexuality
Kodak Hall (Session 1.1)
Presenters: Brianna Garcon, Alexis Peart, Sophia Moreira, Lissa Reed, Payton Dziekan, Deepti Kumar

No Gender Equity without Intersectionality will lead a panel discussion on microaggressions, representation, and other adversities experienced by women from marginalized groups. The panel, comprised of current Eastman students, will engage the participants with personal statements about how their own identities have shaped their experience in music. Participants will leave this session with a stronger understanding of intersectionality within music.

Power, Consent, & Agency in the Performing Arts
Hatch Recital Hall (Session 1.2)
Presenter: J.C. Meyer-Crosby

This session will explore power dynamics in the performing arts industries and their effect on a consent-based art form. The session will examine why consent is important, what it looks like, why it isn’t prioritized, and how to foster it in the music industry. Intimacy Director and Consent Educator J.C. Meyer-Crosby will give special attention to how the gender-related power dynamics of consent affect the arts in particular. He will also discuss how the field of intimacy direction has been embraced in the world of opera as one facet of how to build a consent-based practice and limit sexual harassment.

Women Mean Business
Intersectionality and Equity on the Bandstand
EEW 415 (Session 1.3)
Presenters: Naomi Nakanishi, Grant Le, Ryan Brasley, Lael Dratfield, Luisa Hidalgo, Rafael Enciso, Stephanie Tateiwa

The women of Eastman's jazz department will discuss topics relating to unconscious gender bias, intersectionality within the bandstand, and the history behind femme/non-binary musicians in order to provide a new perspective on progressive professionalism in the music scene. The Women Mean Business team will lead a series of interactive scenarios where participants will practice using LGBTQ+/POC-friendly language.
This session will help participants learn how to implement tools to create a safe, welcoming environment for LGBTQ+ individuals and communities through trauma-informed approaches and best practices. Participants will learn LGBTQ+ diverse terminology and be able to utilize it correctly, learn the “Do’s and Don’ts” of pronouns, and gain a better understanding of the stark statistics that LGBTQ+ individuals and communities face as they directly relate to their sexual orientation, and gender identity or expression.

Privilege is a difficult concept. While common in conversations about equity, talking about privilege can make people uncomfortable, even angry. But this need not be the case. This session addresses these issues, focusing on the idea of male privilege in the field of music. The session is interactive and aims to be an open conversation regarding privilege.

"Forget conventionalism; forget what the world thinks of you stepping out of your place; think your best thoughts, speak your best words, work your best works, looking to your own conscience for approval."

- Susan B. Anthony
SESSION 2
12:30 PM - 1:15 PM

Results of AAU Campus Climate Survey on Sexual Assault and Misconduct
*Kodak Hall* *(Session 2.1)*
Presenter: Morgan Levy

During this interactive session participants will explore the results of the University’s 2019 AAU Campus Climate Survey on Sexual Assault and Misconduct and discuss the steps that have been taken within the Eastman community in response to those results over the past academic year. Participants will explore research based strategies for removing barriers typically faced by women and other gender minorities and will engage in thoughtful small group conversation regarding programs, policies, and resources that may assist in ensuring that the Eastman community continues to develop musicians committed to equity and inclusion.

**Gender Inequity in Band**
*How to Tackle Issues from the Beginning*
*Ranlet Lounge* *(Session 2.2)*
Presenter: Casidy Reed

This session will focus on gender equity in band programs from beginners through high school and beyond. Participants will be provided with data on gender equity in music programs and strategies as to how we can solve equity issues. The presenter will use her school district’s program and experiences as a teacher along with her research findings to address and provide strategies regarding gender, sexuality, and instrumentation.

**fivebyfive**
*Chamber Music Programming of Women Composers*
*Hatch Recital Hall* *(Session 2.3)*
Presenters: Laura Lentz, Sungmin Shin, Marcy Bacon, Eric Polenik, Haeyeun Jeun

fivebyfive is a Rochester, NY-based quintet formed in 2015 with a mission to engage audiences in the collaborative spirit and creativity of modern chamber music by commissioning, arranging, and performing a wide range of works for its instrumentation. In this session, fivebyfive will discuss their experience commissioning and performing works by female composers as part of their ongoing initiatives to advocate for diversity, inclusion, and representation in their concert programming. This presentation will include performances of works by Edie Hill, Jung Sun Kang, and Julia Seeholzer.

**Classical Music's #MeToo Movement**
*Sproull Atrium* *(Session 2.4)*
Presenters: Gaia Satermoe-Howard, Elizabeth Easley, Katherine Ciesinski, Jean Pedersen, Beyond Consent Members

This workshop will provide historical information surrounding the #MeToo movement in classical music and discuss current issues and case studies at other conservatories. The presenters will encourage participants to engage in open dialogue about these case studies and to explore avenues to address these issues. The goal is for participants to leave feeling more comfortable discussing these issues by approaching them from concrete policy and justice-based standpoints.
Including Women Composers
A Conversation with Women in Music Festival Founder
Kodak Hall (Session 3.1)
Presenters: Philip Silvey, Sylvie Beaudette

In this session, Eastman Women's Chorus Conductor, Philip Silvey, will lead a conversation with Sylvie Beaudette, founder of Eastman's Women in Music Festival, about her role in the development and oversight of this 10-year event. Philip will also share his evolution as a conductor who participated in the festival and now purposefully includes repertoire written by women composers in all of his concert programs. This conversation aims to sensitize students, faculty, performers, and conductors to consider their own potential biases when selecting repertoire.

Breaking Gender Molds
Leadership in Performance and Administration
Ranlet Lounge (Session 3.2)
Presenters: Rachel Roberts, Sarah Forestieri, Melissa O'Hara

This session will examine music leadership through two perspectives of independent study research: gender-based opportunities in opera administration and gender composition programming in higher education ensembles. The presenters aim to spur conversations of future gender equity developments throughout the music industry, specifically how to empower students to lead future change.

Being a Gender-Fluid Singer
Performance and Q&A
Hatch Recital Hall (Session 3.3)
Presenters: Liz Bouk, Katherine Ciesinski, Zachary Peterson

As singers become more open about their gender identities, how do those identities affect opera repertoire? Join Mr. Liz as he sings his way into a conversation about gender fluidity in opera, his own experience as a transman, and how his coming out has shaped his artistic choices. Katherine Ciesinski will moderate a talk-back following the presentation.

Moving from Barriers to Opportunities
Overcoming Stereotypes around Gender-Specific Instruments
Sproull Atrium (Session 3.4)
Presenters: Blaire Koerner, Gaelen McCormick, Tierney McLean

Revealing the challenges young females face when selecting traditionally “male” instruments, this session will highlight opportunities to remove barriers and encourage females to pursue any instrument. Presenters will offer resources and steps that educators, musicians, administrators, and community members can utilize to assist female students in their growth to become instrumentalists.
Our goal for this facilitated conversation is to create the space where we, the greater Eastman community, can come together to reflect on the knowledge gained throughout the day. We recognize the multiple voices of our community members and aim to understand, from all points of view, both the immediate changes and the longer-term evolutions that can be integrated into our profession. We are pleased to have Dr. Jessica Guzmán-Rea facilitate this conversation.

Dr. Jessica Guzmán-Rea is the director of the Paul J. Burgett Intercultural Center (BIC) at the University of Rochester. The BIC promotes cultural awareness and engagement, educates on issues of identity, culture, and diversity, and provide avenues for intersection and opportunities for collaboration. In addition, she responds to the bias-related incident reports where she contacts the individuals involved in the report, coordinates a response with an executive team, and communicates with the University community (when appropriate). Dr. Guzmán-Rea also chairs the College Diversity Roundtable (CDR), which is a student-centered task force where campus climate and quality of life issues and/or concerns can be voiced, heard, and acted upon, especially those affecting racial, ethnic and cultural groups on campus. The CDR is also a focal point for diversity discussions, initiatives and best practices.

Dr. Guzmán-Rea facilitates workshops, trainings, and restorative circles in response to bias-related incidents, but also to educate our campus community. These workshops include topics such as implicit bias, microaggressions, understanding privilege, allyship, creating an inclusive environment, Safe Zone, and practicing cultural humility, just to name a few. Dr. Guzmán-Rea enjoys facilitating these conversations because she gets to watch folks explore how they self-identify and learn new ways to express themselves authentically. She believes that in order to cultivate global citizens, we need to have open and honest dialogue with each other and with folks that differ from us.

Dr. Guzmán-Rea obtained her Doctorate of Education in Higher Education from the Warner School of Education at the University of Rochester and is a Licensed Master Social Worker. Dr. Guzmán-Rea received her Masters of Science in Social Work from Columbia University and her Bachelors of Arts in Sociology and Spanish from Case Western Reserve University. Dr. Guzmán-Rea has taught undergraduate courses at the University of Rochester and the University of Maryland, Baltimore County. She has also taught graduate courses as an adjunct faculty at the Warner School of Education, Walden University, and the University of Maryland, Baltimore County.
2020 Celebration Events

Music & Healing
Lam Square Pop-Up - Music of Joanne Shenandoah
March 4, 2020 | 3:30 pm to 5:30 pm
Rush Rhees Library, Lam Square

Closing the Gender Gap
Open-Access Analysis of Compositions by Women
March 6, 2020 | 4:00 pm to 5:30 pm
Eastman School of Music, Rm. 305

Wreath Hanging Ceremony
March 13, 2020 | 11:00 am to 12:00 pm
Susan B. Anthony Museum & House

Mourning in the Morning
Women Who Voted with Susan B. Anthony
March 14, 2020 | 10:30 am to 12:00 pm
Rochester Public Library

Ja’Tovia Gary & Dessane Lopez Cassell in Conversation
March 15, 2020 | 2:00 pm
Memorial Art Gallery